

Community Learning Disabilities Nurse

Location:	Community Team for People with Learning Disabilities, Wiltshire
Business Unit:	Learning Disabilities, Autism and Neurodivergence Services, BSW
Responsible to:	Specialist Learning Disabilities Health Team Manager and Clinical Lead
Band:	5
Hours:	37.5 (Monday to Friday, excluding bank holidays)
Base:	County Wide; Chippenham, Warminster, Salisbury, Marlborough

Main Purpose of the Job

This is a Community Learning Disability Nursing role which will actively promote the health and wellbeing of people with learning disabilities through a range of specialist clinical and education interventions in line with all the relevant government policies and guidance e.g. Valuing People 2009, Transforming Care 2015 and The Restraint Reduction Network.

Main Responsibilities and Duties

General

- To work in the multi-disciplinary CTPLD team to meet health outcomes and contribute to individualised health action planning.
 - To supply specific specialist advice and training to develop other services and equip them to meet the health needs of adults with a learning disability.
 - Undertake a range of clinical tasks, procedures and practices underpinned by specialist knowledge and/or experience.
 - To case manage packages of care when individuals are on specific funding such as Continuing Health Care.
 - To promote learning disability awareness in line with the Equality Act 2010 e.g. making reasonable adjustments
 - Seek appropriate nursing supervision and peer support when the evidence base is not available
 - To interpret and analyse complex information, and act on this accordingly.
 - To keep up to date on relevant policies, procedures and advice that will be produced by: NMC, Government, DOH, local Commissioners and other relevant bodies e.g. MENCAP, BILD, etc.
 - Demonstrate ongoing personal development through participation in internal and external development opportunities, recording learning outcome in nursing portfolio and applying new skills in practice.
 - Work in accordance with relevant national frameworks and guidance for the provision of NHS care.
- These may include; Care and Treatment Reviews (CTRs), NHS Continuing Healthcare, NHS-funded Nursing Care: July 2009 (revised 2012) and Transforming Care 2015.

Patient Care

- Provide specialist health advice and interventions to service users and their families/Carers.
- To be professionally accountable for and manage a designated Community Nursing caseload.
- To facilitate the provision of health care for individuals with learning disabilities.
- To support, advise and liaise with members of the primary and secondary health care team, to ensure a person-centred holistic package of care.
- To identify specific areas of health need via assessment and observation based on specialist skills and knowledge.
- To implement nursing care plans, signpost to other health professionals as appropriate, and evaluate planned care.
- To be able to work with individuals with behaviours of concern, providing assessment and appropriate interventions.
- Promote informed consent by providing information to clients and/or carers in order to determine capacity to consent.
- To assess, plan, implement and evaluate an individual's health needs using a person centred approach as outlined in Valuing People (Department of Health 2001).
- To provide care plans and risk management plans that take into account the physical and emotional health needs of individuals with learning disabilities.
- To promote independence and empowerment with individuals to enable them to make their own informed health care decisions.
- To respond to the needs of service users quickly and effectively, often without the immediate supervision of the line manager or clinical supervisor.
- To work in partnership with individuals, families and/or carers to develop individualised Care Plans.
- To promote a healthy lifestyle through undertaking health education and promotion with service users, family members and/or carers. This will involve using accessible information.
- Utilise a range of communication skills to ensure that clients with learning disability understand the implications of their health issues, including complex health problems.
- To provide therapeutic group work for vulnerable service users on a variety of issues such as assertiveness, relationships and sexual health.

Budget Responsibilities

No budget responsibility

Responsibilities for People or Training

- To undertake the supervision, appraisals and personal development reviews of Assistant Practitioners and Health Support Workers within the team in line with HCRG policy
- Contribute to the education of learning disability nursing students and Student Nurse Associates through providing clinical placement and facilitating and mentoring student nurses as appropriate.
- Work in partnership with other specialties to provide care, education and training to other services and professionals.

Other Factors

- The post is community based with external visits to service users in their homes or day services, sometimes driving long distances within rural and semi-rural areas. An ability to drive is essential

- An ability to work alone is essential.
- There is daily VDU work required for this post.
- The ability to work in a flexible manner, both proactively and reactively to situations that arise on a daily basis is essential.
- An ability to work in an open plan office with some disruptions/distractions.
- An ability to concentrate on tasks on a daily basis assessing and managing risk in different settings.
- Many of the service users will present with long-term and/or deteriorating conditions, which might result in distressing and emotional situations. The post holder will often be required to act in a sensitive skilled way, showing a great deal of empathy towards service users and their carers.
- Demanding situations might occur, as some service users also present with challenging behaviour and/or mental health difficulties which places them and others at risk and will require the need for staff to be able to resolve conflict situations as they arise.
- In addition to the duties and responsibilities listed above, the post-holder may be required to perform other duties assigned by the supervisor/manager from time to time.

Our Values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information

Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information Governance Responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professionals

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Supplementary Information

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members.

Community Learning Disabilities Nurse – Person Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
Education, Qualifications and Training	<ul style="list-style-type: none"> Registered Nurse (RNLD/RNMH/RN) 	<ul style="list-style-type: none"> Post registration qualifications relevant to the post e.g. teaching and assessing, dual diagnosis, health promotion, epilepsy care, positive behaviour support.
Experience & Knowledge	<ul style="list-style-type: none"> Experience of working with People with learning disabilities and complex health needs i.e. physical health needs or behaviours of concern Knowledge of common health problems experienced by people with LD e.g. epilepsy, diagnostic overshadowing. Knowledge and skills to undertake health assessments, develop care plans and evaluate them using person centred approaches. Knowledge and skills to deliver or facilitate health care according to assessed needs. Knowledge of alternative communication skills 	<ul style="list-style-type: none"> Experience of networking Experience of working with families and carers Experience of working in a Community Learning Disabilities Team or Multi-disciplinary team working
Skills	<ul style="list-style-type: none"> A good standard of written and spoken English is required to be able to undertake the relevant duties. To be able to communicate with people using a range of mediums. To be able to work flexibly and sensitively alongside carers and families Person centred and holistic approach to nursing care To be able to write clear and concise reports, Care plans and risk assessments IT literate Ability to reflect on own practice Good time management and ability to manage and prioritise own time effectively 	<ul style="list-style-type: none"> Wide range of interpersonal and communication skills Competence in a wide range of nursing skills Skills in preparing and presenting teaching sessions

Other Job-Related Requirements	<ul style="list-style-type: none">• Willing to work in other areas of the HCRG as and when required to do so.• Full valid driving licence for the UK• Access to a car for use at work	
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